



GENERAL FIRE SUPPORT UNIT

MOU Contract 2023-2026

The County
pays a large portion
of your healthcare premiums.



MEDICAL PREMIUM SUBSIDY

Effective July 12, 2025

Employee Only	\$234.06
Employee +1	\$467.07
Employee +2 or more	\$628.94

MEDICAL OPT-OUT/WAIVE

If you have other employer-sponsored group coverage and do not enroll in the County's medical plans, you will receive an extra \$40 per pay period.



DENTAL PREMIUM SUBSIDY

\$9.46 *(requires enrollment in a County medical plan)*



VISION

No Cost for Employee &
Dependent Coverage

*Benefit rates listed for
full-time employees (61-80 hours)
per biweekly pay period unless otherwise noted.*

LEAVE PROVISIONS

Vacation	80-160 hours per year <i>Cash-out option up to 60 hours per year if 80 hours of vacation used in previous year</i>
Sick	3.69 hours per pay period
Holiday	14 + 1 floating per year
Bereavement	3 days per occurrence
Perfect Attendance Leave (PAL)	Up to 16 hours PAL or annual gym membership reimbursement up to \$299

Employees are our most valuable resource.

COUNTY-PAID BENEFITS

TOOL ALLOWANCE

\$700/year for Mechanic and Lead Mechanic
Effective December 30, 2023

STATE DISABILITY INSURANCE

Premium paid by Employer

BASIC TERM LIFE INSURANCE

\$20,000

RETIREMENT

SBCERA Retirement Formulas

Reciprocity provisions may apply

Tier I 2.0% AT AGE 55
Hired PRIOR to Jan 1, 2013

Tier II 2.5% at age 67
Hired ON or AFTER Jan 1, 2013

457(b) Deferred Compensation

The Fire District will match half of your contribution up to 1% of your bi-weekly base salary after one year of continuous service.

Retirement Medical Trust (RMT)

County Contribution

(Based on continuous years of service):

1-less than 5 years = 1.0% of biweekly base salary
5-less than 10 years = 1.5% of biweekly base salary
10-less than 15 years = 2.0% of biweekly base salary
15+ years = 2.5% of biweekly base salary

Sick Leave Conversion

Upon separation, eligible to convert a portion of your sick leave into the RMT upon attaining 10+ years of participation with SBCERA and or other public retirement system.

MODIFIED BENEFIT OPTION (MBO) Certain eligible job classifications have the option to elect the MBO in lieu of the traditional benefit option; refer to your Memorandum of Understanding (MOU) for details.

VOLUNTARY PARTICIPATION PROGRAMS

Supplemental Term Life Insurance

Have financial security with extra term life coverage for yourself and your family with coverage up to \$700,000.

AD&D Insurance

Additional insurance in the event of accidental death or serious injury, with coverage options up to \$250,000

FSA

Pre-tax account for qualified health care expenses up to \$3,300 annually. Employees who select County sponsored Blue Shield Access + or Kaiser Choice HMO plans are eligible for up to a \$10 per pay period match.

DCAP

Pre-tax account for qualified dependent care expenses up to \$5,000 annually.

529 Savings Plan

Invest in future educational expenses with tax-free earnings. Contact ScholarShare to enroll.

Combined Giving

link.sbcounty.gov/CombinedGiving

Give back to the community via one-time or ongoing payroll deductions.

link.sbcounty.gov/rideshare

Commuter Services

Help the environment, reduce traffic, save money and earn rewards with your commute.

link.sbcounty.gov/EmployeeDiscount

Employee Discounts

Save big at hundreds of national and local merchants.

Wellness Program

link.sbcounty.gov/wellness

Information, resources and rewards to support your healthy lifestyle.

Employee Assistance Program (EAP)

link.sbcounty.gov/eap

Confidential expert support and resources available at any time, at no cost to you.

Annual Tuition Reimbursement

\$500/fiscal year